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Ministry of Labour
Labour Management Services
Office of Collective Bargaining Information

Ontario Collective Bargaining Agreement Expirations

2003

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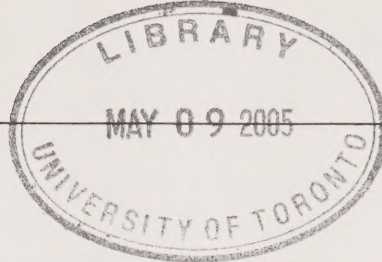


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Foreword

This *Ontario Collective Bargaining Agreement Expirations* report is the thirty-sixth annual report on collective agreement expirations produced by the Office of Collective Bargaining Information (OCBI).

The information in this report is derived from the database of OCBI as of **December 24, 2002**. The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by OCBI at the time of ratification of the most current collective agreement. As a result of amalgamations and restructuring in the broader public sector, certain agreements listed in this report may not reflect recent changes to bargaining structures or bargaining agents.

The report excludes situations resulting from recent or future Ontario Labour Relations Board decisions or expired agreements that have not been ratified as of the publication date.

Detailed tables and listings of year 2003 expirations by industry, union, and bargaining unit size are available from OCBI.

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Executive Summary

The *Ontario Collective Bargaining Agreement Expirations* report provides an overview of the expected collective bargaining activity in Ontario for 2003. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2003 will involve more than 2,200 collective agreements covering approximately 372,500 employees. In comparison to 2002, the number of agreements expiring in 2003 represents a 4% decrease.
- Most bargaining activity in 2003 will take place in the months of March, August and December, covering the health and welfare, education, and municipal government sectors. In terms of the greatest number of employees covered, most agreements will expire in the months of January, March, June, August, and December, affecting employees in education, federal government, health and welfare, and communications.
- Public sector agreements, which account for 40% of all agreements expiring in 2003, cover approximately 59% of all employees in both the public and private sectors.
- Of the approximately 900 public sector agreements expiring in 2003, 89% are in health and welfare (56%), education (20%), and municipal government (13%). Of the approximately 218,500 public sector employees whose agreements expire in 2003, 78% are employed in education (35%), federal government (25%), and health and welfare (18%).
- Major negotiations in the broader public sector (BPS) for 2003 include York University (April), McMaster University (June), school boards (August), Ontario Council of Regents (August), and Extendicare (December).
- Significant negotiations in the electric, gas, and water utilities industry will take place with Toronto Hydro (January), Hydro One (March), Bruce Power (December), and Ontario Power Generation (December).
- Key negotiations in the private sector include Cara Operations (January), Budd Canada (April), National Steel Car (April), Inco (May), Bombardier/de Havilland (June), and A&P (September).
- Under federal jurisdiction, Canada-wide agreements for the Treasury Board of Canada, Canada Customs & Revenue Agency, Canadian Film & TV Production Association, and Canada Post will expire in 2003.
- Major unions, representing the largest numbers employees covered by agreements expiring in 2003, include Canadian Union of Public Employees, Public Service Alliance of Canada, Canadian Auto Workers, United Steelworkers of America, and United Food and Commercial Workers.

Ontario Collective Bargaining Agreement Expirations, 2003

Key Negotiations in 2003*

MTH	EMPLOYER/SECTOR	UNION(S)	EMPLS
Jan	Canada Post	Postal Workers	20,863
	Canadian Film & TV Production Assn.	Directors Guild	1,700
	Cara Operations (Toronto Airport)	Teamsters	1,000
	Toronto Hydro	CUPE	1,442
Mar	Hydro One	CUPE	2,800
Apr	Budd Canada	CAW	1,600
	National Steel Car	USWA	2,300
	Pipe Line Contractors Assn.	Various	1,550
	York University (faculty, librarians)	University Professors	1,150
May	Inco	USWA	3,374
Jun	Bombardier/de Havilland	CAW	3,962
	Canadian Theatres Professional Assn.	Actors Equity	2,700
	McMaster University (non-academic)	Staff Assn.	1,650
	Treasury Board of Canada	Various	34,289
Aug	school boards	Various	49,630
	Ontario Council of Regents	OPSEU	12,200
	Treasury Board of Canada	PSAC	2,702
Sep	A&P (groups I & II stores)	UFCW	8,335
	Treasury Board of Canada	PIPSC	1,712
Oct	Canada Customs & Revenue Agency	PSAC	8,706
	Maple Lodge Farms	UFCW	1,130
Nov	Bell Canada (craft & operators)	CEP	6,328
Dec	Bruce Power	CUPE	2,350
	Canada Customs & Revenue Agency	PIPSC	4,399
	Canadian Film & TV Production Assn. (performers)	ACTRA	3,661
	CN, CP, VIA Rail	Various	5,406
	Extendicare	Various	2,198
	Ontario Power Generation	Energy Prof Society	4,473
	Purolator	Teamsters	3,600

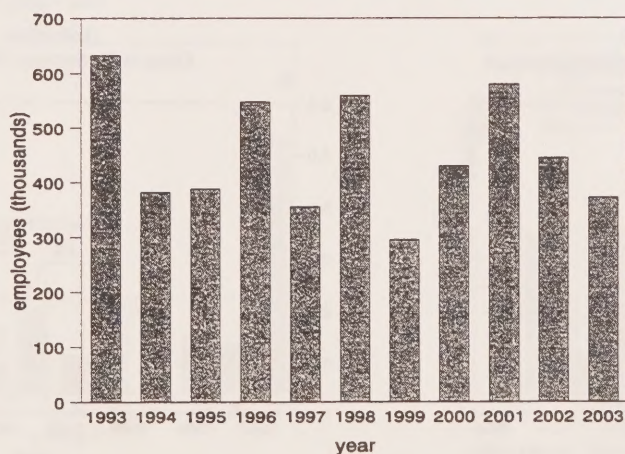
* Reflects the most current information received by OCBI

According to information received and processed by the Office of Collective Bargaining Information (OCBI), 2,241 collective agreements covering 372,484 Ontario-based employees are scheduled to expire in 2003. The totals represent 23% of the 9,532 agreements currently on file and affect 24% of the 1,539,857 unionized employees. In comparison with the number of agreements that expired last year, 2003 will see a 4% decrease in the number of expiring agreements, covering 16% fewer employees (see Figure 1).

Of the collective agreements scheduled to expire in 2003, 40% are in the public sector, covering 59% of the 372,484 employees in bargaining. The level of bargaining activity in the public sector will be influenced by negotiations continuing from 2002, particularly for first agreements following municipal restructuring and amalgamation. In addition, several major negotiations in the broader public sector (BPS) are continuing into 2003. These include bargaining between various hospitals and 6,600 staff represented by the Ontario Public Service Employees Union (OPSEU), the Centre for Addiction and Mental Health and 1,550 OPSEU members, the Ontario Government Provincial Police (OPP) and its 7,000 employees, and various municipal police services boards.

Public sector agreements expiring in 2003 will be concentrated in health and welfare services, education and related services, and municipal government. Major

Figure 1: Ontario Collective Agreement Expirations, Employees Covered, 1993 — 2003



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

negotiations include school boards (August), Ontario Council of Regents (August), and Extencicare (December).

In 2003, the private sector will account for 60% of all expiring agreements, affecting 41% of all workers covered by these agreements. Private sector agreements expiring in 2003 will be concentrated in other services, retail trade, fabricated metals, printing and publishing, wholesale trade, and transportation (see Tables 2 and 3).

Economic Setting

For 2003, collective bargaining will take place in a positive economic environment, with moderate but healthy growth expected. The Ontario economy has rebounded from the setback in 2001 when real growth slowed to 1.5%. Ontario's real gross domestic product (GDP) is estimated to have grown by 3.5% in 2002. While the global economy continues to face numerous risks and challenges, Ontario's economy is expected to achieve sustained economic growth. According to a survey of private-sector forecasters conducted by the Ministry of Finance¹, Ontario's real GDP is expected to rise by an average of 3.5% in 2003 and 3.7% in 2004 (see Figure 2). Ontario's growth is expected to outpace the growth in rest of Canada.

The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI) is estimated to be 2.1% in 2002, down

from 3.1% in 2001, primarily due to lower energy prices during the first half of the year. Private-sector forecasters expect that inflation will remain moderate with an average rate of 2.4% in 2003 and 2.0% in 2004 (see Figure 2).

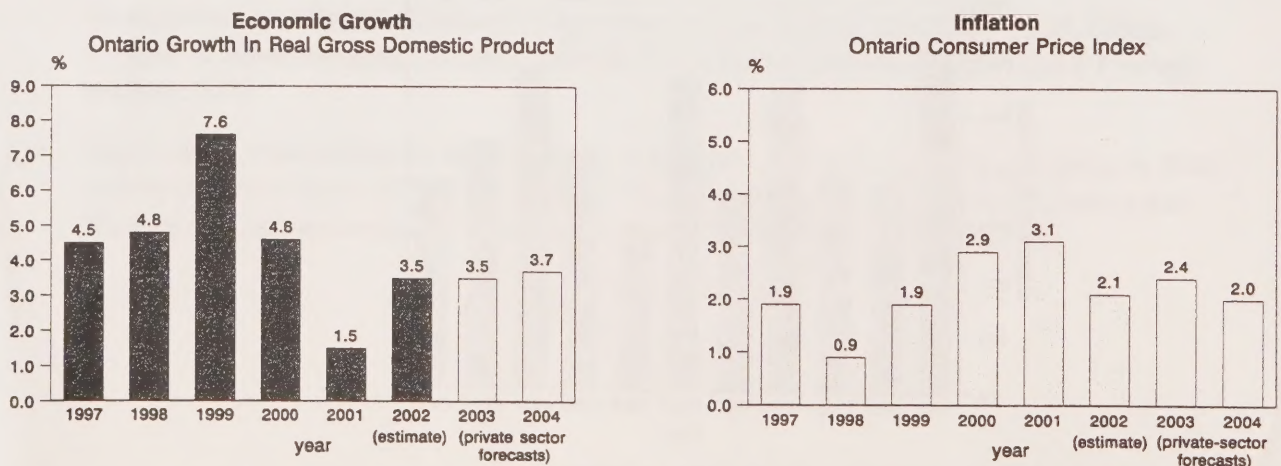
The national unemployment rate for 2002 was 7.7%, up from 7.2% in 2001. Ontario's unemployment rate was 7.1% for 2002, up from 6.3% in 2001. Private-sector forecasters project that Ontario's unemployment rate will decline to an average of 6.7% in 2003 and 6.4% in 2004.

During the first 11 months of 2002, the annual increase in base wage rates for collective agreements covering 200 or more employees averaged 2.9%, a marginal decline from 3% in 2001. Wage increases for the public and private sectors also showed slight changes from last year. Private-sector wage settlements averaged 3% for the first 11 months of 2002, unchanged from the 2001 annual average. The lower averages in the primary, trade and finance, and other services industries were offset by wage increases in manufacturing. In the public sector, wage settlements declined from 2.9% in 2001 to 2.8% for the first 11 months of 2002. This decline was primarily due to lower wage increases in education and related services.

Moderate economic growth and improving labour market conditions will continue to exert pressure for higher wage demands in 2003. The Conference Board of Canada forecasts wage increases in 2003 to outpace inflation, with increases

¹ Ministry of Finance, Ontario Survey of Economic Forecasts (January 2002)

Figure 2: Selected Economic Indicators, 1997 — 2004



Source: Statistics Canada and Ontario Ministry of Finance

higher for the public sector than for the private sector². However, uncertain economic recovery in the United States, along with risk of war in the Middle East may affect Ontario's economy³. Job security and income protection will remain priority issues on the bargaining agenda for 2003.

Activity by Month

Collective agreements expiring in the months of January, March, June, August, and December cover the largest number of employees, representing 73% of the total for 2003 (see Figure 3). Workers covered by January expiries are primarily in communications, in March they are mainly in health and welfare services, and in June they are mostly in the federal government. The education sector accounts for 86% of all employees whose agreements expire in August. Expiring agreements for December are spread over all sectors with a relatively large number of employees in health and welfare, municipal government, transportation, and utilities.

In terms of the highest monthly volume of collective agreement expirations for 2003, the busiest months will be March (health and welfare services), August (education and related services), and December (health and welfare services and municipal government) (see Figure 3).

Activity by Industry

Bargaining in 2003 will be concentrated in the non-manufacturing sector as a result of the large number of agreements expiring in health and welfare, education, other services, and municipal government. There will be 1,587 collective agreements expiring in the non-manufacturing sector, accounting for 71% of all agreements expiring in 2003. In terms of the number of employees, non-manufacturing agreements cover 300,498 employees or 81% of all employees covered by expiring agreements. Of the non-manufacturing agreements expiring in 2003, the BPS accounts for 52% of agreements and 44% of employees.

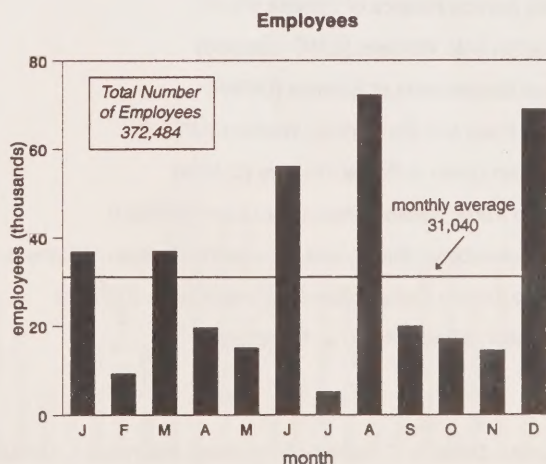
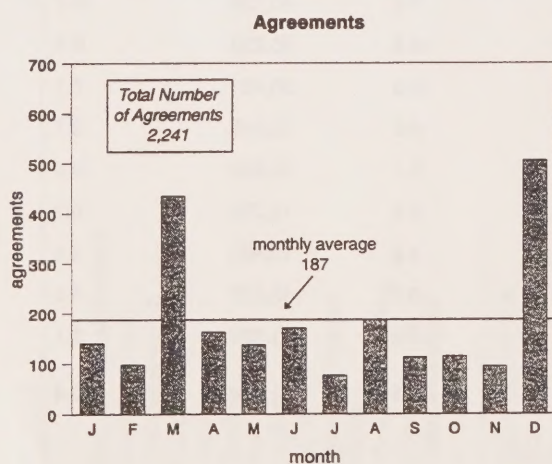
The manufacturing sector incorporates 29% of all agreements expiring in 2003, covering 19% of all employees. Bargaining in this sector will be concentrated in fabricated metals, printing and publishing, food and beverage, and non-metallic minerals, which together will account for 46% of all manufacturing agreements. The largest number of employees covered by manufacturing agreements expiring in 2003 will be in the transportation equipment industry (28%), followed by food and beverage (11%) and fabricated metals (10%).

In 2003, 25% of all current private sector agreements are scheduled to expire, unchanged from last year. Major private sector agreements include:

² Conference Board of Canada, *Compensation Planning Outlook 2003*

³ Ministry of Finance, *2002 Ontario Economic Outlook and Fiscal Review*

Figure 3: Monthly Bargaining Activity, 2003



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

- *Primary:* Inco
- *Food and Beverage:* Maple Lodge Farms
- *Transportation Equipment:* Budd Canada, National Steel Car, Bombardier/de Havilland
- *Retail Trade:* A&P (groups I & II stores)
- *Transportation:* CN, CP Rail
- *Management Services:* Purolator
- *Communications:* Bell Canada
- *Recreational Services:* Canadian Film & TV Production Assn.

Major public sector agreements include:

- *Education and Related Services:* school boards, Ontario Council of Regents, York University (faculty, librarians), McMaster University (non-academic)
- *Health Care:* Extendicare

- *Municipal Government:* various municipal police services boards
- *Federal Government:* Treasury Board of Canada, Canada Customs & Revenue Agency
- *Federal Communications:* Canada Post

In the electric, gas, and water utilities industry, the Canadian Union of Public Employees (CUPE) will be in negotiations with Toronto Hydro, Hydro One, and Bruce Power. The Society of Energy Professionals will be negotiating renewal agreements with Ontario Power Generation.

Activity by Union

A total of 77 unions will be bargaining on behalf of all employees whose agreements expire in 2003. In terms of the number of employees, the top ten largest unions represent 70% of the total number of employees represented by all unions (see Table 1). CUPE will be negotiating the largest number of agreements at 14% of the total number of agreements, and will be representing the largest number of employees at 15% of the total number. ■

Table 1: Unions with Year 2003 Collective Agreement Expiries Covering the Largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Canadian Union of Public Employees (CUPE)	321	14.3	55,719	15.0
Public Service Alliance of Canada (PSAC)	13	0.6	40,229	10.8
Canadian Auto Workers (CAW - Canada)	237	10.6	35,222	9.5
United Steelworkers of America (USWA)	231	10.3	26,481	7.1
United Food and Commercial Workers (UFCW)	183	8.2	22,545	6.1
Canadian Union of Postal Workers (CUPW)	3	0.1	20,883	5.6
Ontario Public Service Employees Union (OPSEU)	108	4.8	19,798	5.3
Communications, Energy and Paperworkers Union of Canada (CEP)	109	4.9	16,429	4.4
Ontario English Catholic Teachers' Association (OECTA)	21	0.9	13,037	3.5
International Brotherhood of Teamsters	153	6.8	11,393	3.1
Total	1,379	61.5	261,736	70.4

Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

Table 2: Ontario Collective Bargaining Agreements Expiring in 2003, Number of Agreements by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	52	49	93	62	60	67	27	33	44	46	41	80	654
Food, Beverage	10	11	8	8	4	5	4	3	2	3	1	8	67
Tobacco Products	0	0	0	0	0	0	0	0	0	1	0	0	1
Rubber, Plastics	2	1	5	5	4	3	3	2	8	3	1	2	39
Leather	0	1	0	0	1	0	0	0	0	2	0	0	4
Textile	1	1	1	3	2	3	0	1	0	3	1	3	19
Knitting Mills	1	0	0	0	1	0	0	0	0	0	1	1	4
Clothing	1	3	1	0	2	1	0	1	1	0	4	0	14
Wood	2	1	1	3	4	1	0	2	2	2	3	3	24
Furniture, Fixtures	2	2	2	1	0	1	1	1	2	0	2	2	16
Paper	1	0	1	0	1	4	1	1	0	1	4	2	16
Printing, Publishing	8	2	7	5	4	15	1	5	0	2	0	30	79
Primary Metals	1	4	8	2	6	1	1	2	2	4	3	2	36
Fabricated Metals	10	9	10	9	9	10	8	3	9	7	6	6	96
Machinery	3	1	5	3	5	3	1	2	3	2	2	3	33
Transportation Equipment	3	2	7	9	6	8	2	2	5	3	3	3	53
Electrical Products	2	6	7	4	4	2	1	2	2	1	3	7	41
Non-metallic Minerals	3	1	27	4	1	4	2	3	4	7	3	3	62
Petroleum, Coal	0	0	0	0	1	0	0	0	0	0	0	0	1
Chemicals	0	2	2	6	5	5	1	3	2	3	4	4	37
Other Manufacturing	2	2	1	0	0	1	1	0	2	2	0	1	12
TOTAL NON-MANUFACTURING	89	50	342	101	78	104	50	155	69	69	54	426	1,587
Forestry	0	0	0	0	0	0	0	1	0	0	0	0	1
Mining, Quarrying	0	1	1	3	1	1	0	4	0	3	2	4	20
Transportation	8	2	7	6	3	4	1	4	9	1	2	31	78
Storage	1	2	1	2	1	0	0	1	0	0	0	1	9
Communications	2	1	0	0	0	2	0	2	1	0	2	8	18
Electric, Gas, Water	6	3	27	9	13	7	2	4	1	3	2	16	93
Wholesale Trade	6	7	5	6	2	4	7	4	9	8	7	14	79
Retail Trade	24	4	10	8	13	3	6	4	10	6	8	11	107
Finance, Insurance Carriers	0	1	1	0	1	0	0	1	1	0	0	8	13
Real Estate, Insurance Agencies	2	4	3	1	0	3	0	3	3	2	5	5	31
Education, Related Services	6	3	7	8	0	22	1	97	2	0	0	28	174
Health, Welfare Services	8	2	218	12	19	22	18	14	11	17	12	147	500
Religious Organizations	0	0	0	0	0	0	0	0	0	0	0	1	1
Recreational Services	2	0	5	5	1	3	1	0	3	2	0	10	32
Management Services	4	2	9	3	3	3	2	0	1	0	1	12	40
Personal Services	1	0	2	2	2	1	0	0	0	2	0	1	11
Accommodation, Food Services	4	2	9	6	9	8	3	6	8	9	5	5	74
Other Services	7	9	22	14	6	10	9	6	7	13	7	22	132
Federal Government	0	0	0	4	0	7	0	2	2	1	0	3	19
Provincial Government	0	0	0	0	0	0	0	1	0	2	0	3	6
Local Government	5	4	10	4	3	3	0	0	0	0	0	85	114
Other Government	0	0	0	0	0	0	0	0	0	0	0	1	1
Construction	3	3	5	8	1	1	0	1	1	0	1	10	34
ALL INDUSTRIES	141	99	435	163	138	171	77	188	113	115	95	506	2,241

Table 3: Ontario Collective Bargaining Agreements Expiring in 2003, Number of Employees Covered by Month and Industry

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	5,940	5,914	8,748	10,228	6,415	8,867	1,901	3,197	6,189	4,057	5,423	5,107	71,986
Food, Beverage	1,004	1,592	1,104	1,174	537	323	136	293	140	1,167	73	631	8,174
Tobacco Products	0	0	0	0	0	0	0	0	0	200	0	0	200
Rubber, Plastics	160	59	494	532	118	680	175	521	1,157	297	130	109	4,432
Leather	0	360	0	0	8	0	0	0	0	355	0	0	723
Textile	90	95	276	233	534	453	0	113	0	298	30	115	2,237
Knitting Mills	72	0	0	0	85	0	0	0	0	0	533	298	988
Clothing	2	116	4	0	70	45	0	20	14	0	679	0	950
Wood	416	34	100	371	315	40	0	554	950	50	479	201	3,510
Furniture, Fixtures	56	212	178	20	0	87	376	62	43	0	165	86	1,285
Paper	195	0	32	0	130	260	44	70	0	85	523	176	1,515
Printing, Publishing	235	70	480	88	91	458	320	62	0	88	0	1,163	3,055
Primary Metals	225	467	1,355	190	566	19	110	334	136	282	320	122	4,126
Fabricated Metals	1,995	665	476	531	365	762	174	121	951	247	601	501	7,389
Machinery	334	6	331	309	219	150	55	237	762	29	60	73	2,565
Transportation Equipment	686	752	1,920	5,536	1,927	5,199	219	543	879	416	1,186	764	20,027
Electrical Products	110	914	665	270	1,251	38	21	123	111	300	424	402	4,629
Non-metallic Minerals	54	78	1,285	77	20	125	73	52	311	121	35	123	2,354
Petroleum, Coal	0	0	0	0	2	0	0	0	0	0	0	0	2
Chemicals	0	90	28	897	177	188	58	92	625	71	185	310	2,721
Other Manufacturing	306	404	20	0	0	40	140	0	110	51	0	33	1,104
TOTAL NON-MANUFACTURING	30,964	3,464	28,295	9,516	8,801	47,192	3,388	69,032	13,815	13,083	9,157	63,791	300,498
Forestry	0	0	0	0	0	0	0	266	0	0	0	0	266
Mining, Quarrying	0	17	209	136	3,374	53	0	99	0	146	22	137	4,193
Transportation	675	97	519	340	994	311	520	529	505	25	460	7,612	12,587
Storage	350	22	14	130	22	0	0	54	0	0	0	11	603
Communications	20,886	150	0	0	0	1,370	0	274	160	0	6,328	1,650	30,818
Electric, Gas, Water	1,715	174	4,652	122	455	471	23	83	40	289	52	7,384	15,460
Wholesale Trade	124	399	172	242	29	95	364	154	339	289	140	377	2,724
Retail Trade	2,244	653	490	365	1,140	145	273	285	8,584	979	192	496	15,846
Finance, Insurance Carriers	0	22	20	0	89	0	0	52	14	0	0	144	341
Real Estate, Insurance Agencies	10	13	53	21	0	13	0	42	23	17	89	24	305
Education, Related Services	427	842	1,405	2,104	0	4,711	34	62,045	1,072	0	0	3,692	76,332
Health, Welfare Services	401	86	16,229	428	1,276	1,023	539	969	473	1,162	1,170	14,827	38,583
Religious Organizations	0	0	0	0	0	0	0	0	0	0	0	5	5
Recreational Services	1,760	0	2,009	257	4	2,801	96	0	42	114	0	4,853	11,936
Management Services	200	275	928	1,434	559	748	775	0	300	0	121	5,036	10,376
Personal Services	12	0	120	41	38	20	0	0	0	37	0	550	818
Accommodation, Food Services	1,411	214	281	333	660	676	483	373	350	351	182	337	5,651
Other Services	76	251	610	139	107	279	281	280	195	337	151	564	3,270
Federal Government	0	0	0	1,254	0	34,349	0	3,245	1,712	8,706	0	4,744	54,010
Provincial Government	0	0	0	0	0	0	0	265	0	631	0	687	1,583
Local Government	638	219	467	68	50	63	0	0	0	0	0	9,893	11,398
Other Government	0	0	0	0	0	0	0	0	0	0	0	6	6
Construction	35	30	117	2,102	4	64	0	17	6	0	250	762	3,387
ALL INDUSTRIES	36,904	9,378	37,043	19,744	15,216	56,059	5,289	72,229	20,004	17,140	14,580	68,898	372,484

